



# ***STIC Search Report***

## ***EIC 3600***

**STIC Database Tracking Number: 208085**

**TO: Jonathan Sterrett**  
**Location: Knox 5B19**  
**Art Unit : 3623**  
**November 21, 2006**  
**Case Serial Number: 09/776610**

**From: Caryn Wesner-Early**  
**Location: EIC 3600**  
**Knox 4C29**  
**Phone: 2-3543**

**Caryn.Wesner-Early@uspto.gov**

### **Search Notes**

Here's your Fast & Focused search. Remember that it does not include all of the mandatory 705 databases, so if a full search of all databases is needed, you will have to submit the request for that separately.

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208085

# STIC EIC 3600

## Fast & Focused Search Request

47

Today's Date: 11/21 Class/Subclass: 705/11 What date would you like to use to limit the search? Priority Date: 2/16/00 Other: \_\_\_\_\_

Name <u>STERNET, Jonathan</u>	Format for Search Results (Circle One):
AU <u>3623</u> Examiner # <u>80581</u>	PAPER DISK EMAIL
Room # <u>5B19</u> Phone <u>272-6881</u>	Where have you searched so far?
Serial # <u>09/776610</u>	USP DWPI EPO JPO ACM IBM TDB
	IEEE INSPEC SPI Other _____

A "Fast & Focused" Search is completed in 2-3 hours (maximum). The search must be on a very specific topic and meet certain criteria. The criteria are posted in EIC3600 and on the EIC3600 NPL Web Page at <http://ptoweb/patents/stic/stic-tc3600.htm>.

What is the topic, novelty, motivation, utility, or other specific details defining the desired focus of this search? Please include the concepts, synonyms, keywords, acronyms, definitions, strategies, and anything else that helps to describe the topic. Please attach a copy of the abstract, background, brief summary, pertinent claims and any citations of relevant art you have found.

SEE ATTACHED -

DISCUSSION OF WHAT I NEED

g 06f  
g 06g

Performance-reporting tool measures emps.  
against threshold, percentage, etc.

STIC Searcher \_\_\_\_\_ Phone \_\_\_\_\_  
Date picked up \_\_\_\_\_ Date Completed \_\_\_\_\_





# STIC Search Results Feedback Form

**EIC 3600**

Questions about the scope or the results of the search? Contact **the EIC searcher or contact:**

**Karen Lehman, EIC 3600 Team Leader**  
**(571) 272-3496 Knox 4B68**

## Voluntary Results Feedback Form

➤ I am an examiner in Workgroup:  Example: 3620 (optional)

➤ Relevant prior art **found**, search results used as follows:

- ☐ 102 rejection
- ☐ 103 rejection
- ☐ Cited as being of interest.
- ☐ Helped examiner better understand the invention.
- ☐ Helped examiner better understand the state of the art in their technology.

*Types of relevant prior art found:*

- ☐ Foreign Patent(s)
- ☐ Non-Patent Literature  
(journal articles, conference proceedings, new product announcements etc.)

➤ Relevant prior art **not found**:

- ☐ Results verified the lack of relevant prior art (helped determine patentability).
- ☐ Results were not useful in determining patentability or understanding the invention.

**Comments:**

**Drop off or send completed forms to EIC3600 Knox 4B68**



? show files;ds  
 File 347:JAPIO Dec 1976-2006/Jul(Updated 061116)  
 (c) 2006 JPO & JAPIO  
 File 350:Derwent WPIX 1963-2006/UD=200674  
 (c) 2006 The Thomson Corporation  
 File 371:French Patents 1961-2002/BOPI 200209  
 (c) 2002 INPI. All rts. reserv.

Set	Items	Description
S1	1202575	EVALUATIONS OR EVALUAT??? OR REVIEW??? OR APPRAIS??? OR ASSESSMENT OR ASSESSMENTS OR ASSESS??? OR RATING OR RATINGS OR - CRITI? OR SCORECARD OR SCORECARDS OR SCORE OR SCORES OR SCORING OR FEEDBACK OR REPORT??? OR DOCUMENT???
S2	92309	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR EVALUEE OR EVALUEES OR EVALUATEE - OR EVALUATEES OR SUBORDINATE OR SUBORDINATES OR WORKER OR WORKERS
S3	5576257	PERFORMANCE OR PRODUCTION OR WORK OR SERVICE OR OBJECTIVES OR SPEED OR ACCURA? OR EFFICIEN?? OR (ERROR OR ERRORS OR MISTAKE OR MISTAKES) (2N) (RATE OR RATES OR FREE OR WITHOUT)
S4	1491766	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR CRITERION OR CRITERIA OR YARDSTICK OR YARD()STICK OR MINIMUM OR PERCENTAGE
S5	8334	S2(3N)S3
S6	27	S1(10N)S4(10N)S5
S7	1373705	IC=(G06F OR G06Q)
S8	23	S6 AND S7
S9	23	IDPAT (sorted in duplicate/non-duplicate order)
S10	21	IDPAT (primary/non-duplicate records only)

10/3,K/5 (Item 5 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0015272970 - Drawing available

WPI ACC NO: 2005-623091/200564

XRPX Acc No: N2005-511480

**Temporary employee evaluation system corrects evaluated parameters of employee such as technical and performance capabilities, humanity and work attitude and selects temporary employee according to requirement of customer company**

Patent Assignee: E TECH KK (ETEE-N)

Inventor: ARAI M; KATSUNO A; KONUMA S; MATSUMOTO K; ONO K; OTSUKI M

**Patent Family** (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
JP 2005235126	A	20050902	JP 200446972	A	20040223	200564 B

Priority Applications (no., kind, date): JP 200446972 A 20040223

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
JP 2005235126	A	JA	15	3	

...NOVELTY - An **evaluation** unit receives parameter such as technical and performance capabilities, humanity and **work** attitude of **employee** and **evaluates** the **employee work** level and potential and provides to a customer examination unit of customer company. A correction unit corrects the **evaluated** parameters using the **target** evaluation **criteria** and selects temporary employee according to the requirement of the company.

#### Class Codes

International Classification (Main): **G06F-017/60**

10/3,K/7 (Item 7 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0014734914

WPI ACC NO: 2005-082535/

XRPX Acc No: N2005-072428

**Personal achievement check system and method**

Patent Assignee: HONGFUJIN PRECISION IND SHENZHEN CO LTD (HONG-N)

Inventor: GUO X; XIAO Z; YE B

**Patent Family** (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
CN 1536517	A	20041013	CN 2003114164	A	20030405	200510 B

Priority Applications (no., kind, date): CN 2003114164 A 20030405

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
CN 1536517	A	ZH		0	

...and a performance reportproducing module. The tracing module traces the actual parts processing state; the **personnel performance** examining module makes performance examination and analysis according to working

time, job **standard** reaching rate and job quality; the performance **report** producing module makes the above data into report forms. The examining system has many client...

#### Class Codes

International Classification (Main): **G06F-017/60**  
(Additional/Secondary): **G06F-009/40**

**10/3,K/8 (Item 8 from file: 350)**

DIALOG(R)File 350:Derwent WPIX

(c) 2006 The Thomson Corporation. All rts. reserv.

0014381043 - Drawing available

WPI ACC NO: 2004-570089/200455

XRPX Acc No: N2004-450855

**Employee performance managing method for customer management service provider, involves generating and displaying performance grade of employee based on collected quantitative and qualitative data characterizing employee**

Patent Assignee: NEWMAN N (NEWM-I); OLSEN T D (OLSE-I); ROYALL M (ROYA-I); SCHULZE T (SCHU-I); WHITACRE C (WHIT-I); WHITE R (WHIT-I)

Inventor: NEWMAN N; OLSEN T D; ROYALL M; SCHULZE T; WHITACRE C; WHITE R

**Patent Family** (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
US 20040138944	A1	20040715	US 2002397651	P	20020722	200455 B
			US 2003624283	A	20030722	

Priority Applications (no., kind, date): US 2002397651 P 20020722; US 2003624283 A 20030722

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20040138944	A1	EN	26	17	Related to Provisional US 2002397651

...NOVELTY - The method involves collecting quantitative data that includes an attendance **score** generated by comparing time keeping information with an assigned schedule and an attendance **target** of an employee. Qualitative data input characterizing the **employee performance** is collected. A performance grade is generated based on the quantitative and the qualitative data...

#### Class Codes

International Classification (Main): **G06F-017/60**

**10/3,K/9 (Item 9 from file: 350)**

DIALOG(R)File 350:Derwent WPIX

(c) 2006 The Thomson Corporation. All rts. reserv.

0014109663 - Drawing available

WPI ACC NO: 2004-293971/

XRPX Acc No: N2004-233488

**Multi-perspective enterprise management method involves selecting subset of project work records based on predetermined filtering criteria, for generating enterprise report**

Patent Assignee: TANAKA M (TANA-I)

Inventor: TANAKA M

**Patent Family** (1 patents, 1 countries)

Patent			Application			Update	
Number	Kind	Date	Number	Kind	Date		
US 20040054562	A1	20040318	US 2002245668	A	20020916	200427	B

Priority Applications (no., kind, date): US 2002245668 A 20020916

**Patent Details**

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 20040054562	A1	EN	13	7	

**Class Codes**

International Classification (Main): **G06F-017/60**

**Original Publication Data by Authority**

**Original Abstracts:**

...into a set of project specific work records; selecting a subset of the project specific **employee work** records using a predetermined set of filtering **criteria** ; and generating an enterprise **report** from the selected subset of work records. The method also discloses: completing a set of...

...having a uniform format; partitioning the project work record by employee into a set of **employee specific work** records; selecting a subset of the **employee specific employee work** records using a predetermined set of filtering **criteria** ; and generating an enterprise **report** from the selected subset of work records. The system discloses some means for effecting the...

**Claims:**

...into a set of project specific work records; selecting a subset of the project specific **employee work** records using a predetermined set of filtering **criteria** ; and generating an **enterprise** report from the selected subset of work records.

**10/3,K/12 (Item 12 from file: 350)**

DIALOG(R)File 350:Derwent WPIX

(c) 2006 The Thomson Corporation. All rts. reserv.

0012795921 - Drawing available

WPI ACC NO: 2002-651722/

XRPX Acc No: N2002-516314

**Performance evaluation program for organization, corrects average and standard deviation of performance indication values of workers with respect to reference values**

Patent Assignee: ETONA KK (ETON-N)

Inventor: KOBAYASHI M

**Patent Family** (1 patents, 1 countries)

Patent			Application			Update	
Number	Kind	Date	Number	Kind	Date		
JP 2002236787	A	20020823	JP 200133275	A	20010209	200270	B

Priority Applications (no., kind, date): JP 200133275 A 20010209

**Patent Details**

Number	Kind	Lan	Pg	Dwg	Filing Notes
JP 2002236787	A	JA	10	7	

**Performance evaluation program for organization, corrects average and standard deviation of performance indication values of workers with respect to reference values**

**Class Codes**

International Classification (Main): **G06F-017/60**

**10/3,K/14 (Item 14 from file: 350)**

DIALOG(R)File 350:Derwent WPIX

(c) 2006 The Thomson Corporation. All rts. reserv.

0011143795 - Drawing available

WPI ACC NO: 2002-080690/

XRPX Acc No: N2002-060106

**Personnel management system evaluates employee 's efficiency from evaluation data which is input based on common human-affairs evaluation criteria**

Patent Assignee: INITIA CONSULTING KK (INIT-N)

Inventor: NIBU H

**Patent Family** (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
JP 2001331619	A	20011130	JP 2000148429	A	20000519	200211 B

Priority Applications (no., kind, date): JP 2000148429 A 20000519

**Patent Details**

Number	Kind	Lan	Pg	Dwg	Filing Notes
JP 2001331619	A	JA	9	3	

**Personnel management system evaluates employee 's efficiency from evaluation data which is input based on common human-affairs evaluation criteria**

...11) is connected to host computer (20) with a memory (22). Input terminals (30) input **evaluation** data of an employee (E), based on common human-affairs **evaluation criteria**. The **efficiency** of the **employee** is **evaluated** by a processor (23), using the input **evaluation** data. The process result is stored in the memory and output by output terminals.

**Class Codes**

International Classification (Main): **G06F-017/60**

**10/3,K/16 (Item 16 from file: 350)**

DIALOG(R)File 350:Derwent WPIX

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0010356191 - Drawing available

WPI ACC NO: 2000-671820/200065

XRPX Acc No: N2000-497987

**Human performance factor quantification involves re-evaluating standard whenever standard is not achieved by employee, and replacing standard with new standard to allow improvement in similar skill area**

Patent Assignee: EXECUTING THE NUMBERS INC (EXEC-N)

Inventor: IBARRA D

**Patent Family** (1 patents, 1 countries)



Patent			Application			
Number	Kind	Date	Number	Kind	Date	Update
US 6119097	A	20000912	US 1997978532	A	19971126	200065 B

Priority Applications (no., kind, date): US 1997978532 A 19971126

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing Notes
US 6119097	A	EN	22	13	

**Alerting Abstract** ...NOVELTY - An **employee** 's job **performance** is periodically monitored to determine if it is improving, by the updated **rating** of a quantifiable and objective **standard** which is re- **evaluated** whenever the **standard** is not achieved. The **standard** is replaced with a new quantifiable and objective standard which is selected to improve the...  
...performance, are identified and recorded in a computer system. A rating scale with an acceptable **rating** value and an unacceptable **rating** value at opposite ends is assigned to the **standard** , and is utilized to determine where the **employee** 's **performance** stands. At least one quantifiable and objective activity is identified and assigned to the employee if the employee receives an unacceptable **rating** . An INDEPENDENT CLAIM is also included for a human performance factor quantification system ...

#### Class Codes

International Classification (Main): G06F-015/18

#### Original Publication Data by Authority

#### Claims:

...2) identifying and recording in the computer system the at least one quantifiable and objective **standard** which is determined to be at least a partial measure of the job performance;(3) determining if the **employee** needs to improve **performance** of the at least one quantifiable and objective **standard** by the steps of:(a) assigning in the computer system a **rating** scale to the at least one quantifiable and objective **standard** , wherein the rating scale has at opposite ends an acceptable **rating** value and an unacceptable **rating** value, and(b) utilizing the **rating** scale to determine where the **employee** 's **performance** stands in relation to the at least one quantifiable and objective **standard** by assigning and recording in the computer system a **rating** value;(4) identifying and assigning the at least one quantifiable and objective activity to the employee if the employee receives at least a partially unacceptable **rating** relative to the at least one quantifiable and objective **standard** ;(5) periodically determining whether the **employee** 's job **performance** is improving as determined by an updated **rating** of the at least one quantifiable and objective **standard** as recorded in the computer system;(6) re-evaluating the at least one quantifiable and...

10/3,K/21 (Item 21 from file: 347)  
DIALOG(R)File 347:JAPIO  
(c) 2006 JPO & JAPIO. All rts. reserv.

05559590 \*\*Image available\*\*  
WORK INDICATION AND SUPPORT SYSTEM ACCORDING TO DOCUMENT

PUB. NO.: 09-174390 [JP 9174390 A]  
PUBLISHED: July 08, 1997 (19970708)

Caryn S. Wesner-Early EIC 3600 21-Nov-06

INVENTOR(s): HONJO SHIGEAKI  
KUWAJIMA SHUJI  
IMOTO KOICHI  
URAGAMI TAKEHISA  
MOTOKI KOHEI  
INOUE MICHIIRO  
APPLICANT(s): FUJITSU LTD [000522] (A Japanese Company or Corporation), JP  
(Japan)  
NIPPON STEEL CORP [000665] (A Japanese Company or  
Corporation), JP (Japan)  
SHINNITTETSU JOHO TSUSHIN SYST KK [000000] (A Japanese  
Company or Corporation), JP (Japan)  
APPL. NO.: 07-333195 [JP 95333195]  
FILED: December 21, 1995 (19951221)

INTL CLASS: B23Q-041/08; B23P-021/00; G05B-023/02; **G06F-017/60**

ABSTRACT

PROBLEM TO BE SOLVED: To reduce load applied to a **worker** at a **production**  
spot and surely provide a proper work **standard document** by receiving a  
retrieved work **standard document**, transmitting it to each corresponding  
step terminal unit, and providing delivering means for presentation to...

**10/AN,AZ,II/1 (Item 1 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0016061260

**Personnel performance evaluation system has computer executing software to display screen which generates written reports based on input from evaluator user**

**Original Titles:**

Method and apparatus for personnel evaluation  
METHOD AND APPARATUS FOR PERSONNEL EVALUATION  
METHODE ET SYSTEME D'EVALUATION DU PERSONNEL  
Local Applications (No Type Date): US 200550258 A 20050201; WO 2006US3578  
A 20060201  
Priority Applications (no., kind, date): US 200550258 A 20050201

**10/AN,AZ,II/2 (Item 2 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015656477

**Intelligence report generation method for report on company product from online data, involves analyzing speaker attribute and semantic attributes of data captured from information service, to generate processed information**

**Original Titles:**

Systems and methods for developing intelligence from information existing on a network  
Local Applications (No Type Date): US 2004607230 P 20040903; US  
2005219975 A 20050906  
Priority Applications (no., kind, date): US 2004607230 P 20040903; US  
2005219975 A 20050906

**10/AN,AZ,II/3 (Item 3 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015570236

**Employee evaluating and managing method for use in outsourcing company, involves comparing performance values of employee to determine relative performance value, and determining incentive for employee based on determined value**

**Original Titles:**

System and method for evaluating and managing the productivity of employees  
SYSTEM AND METHOD FOR EVALUATING AND MANAGING THE PRODUCTIVITY OF EMPLOYEES  
SYSTEME ET PROCEDURE PERMETTANT D'EVALUER ET GERER LA PRODUCTIVITE DES  
EMPLOYES  
Local Applications (No Type Date): US 2004901256 A 20040726; WO  
2005US26098 A 20050722  
Priority Applications (no., kind, date): US 2004901256 A 20040726

**10/AN,AZ,II/4 (Item 4 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015332967

**Customer service evaluation providing method for mystery shopper, involves recording a shopper's communication, permitting shopper to complete shopping report, and permitting entity to access completed report**

**Original Titles:**

METHOD AND SYSTEM FOR EVALUATION SHOPPING

Local Applications (No Type Date): US 2005908312 A 20050506

Priority Applications (no., kind, date): US 2005908312 A 20050506

**10/AN,AZ,TI/5 (Item 5 from file: 350)**

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0015272970

**Temporary employee evaluation system corrects evaluated parameters of employee such as technical and performance capabilities, humanity and work attitude and selects temporary employee according to requirement of customer company**

Local Applications (No Type Date): JP 200446972 A 20040223

Priority Applications (no., kind, date): JP 200446972 A 20040223

**10/AN,AZ,TI/6 (Item 6 from file: 350)**

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0014774842

**Method for image-wise setting a standard operating speed for operating step in industrial work process, involves confirming whether image of accelerated work process has maximum speed, to obtain standardized class-one operation element**

**Original Titles:**

Method for setting image for standard operating speed, and method for finding evaluation value with image of evaluation subject data based on standard operating speed

METHOD FOR SETTING IMAGE FOR STANDARD OPERATING SPEED, AND METHOD FOR FINDING EVALUATION VALUE WITH IMAGE OF EVALUATION SUBJECT DATA BASED ON STANDARD OPERATING SPEED

PROCEDE DE REGLAGE D'IMAGE POUR VITESSE D'EXPLOITATION STANDARD, ET PROCEDE DE DETERMINATION DE VALEUR D'EVALUATION AVEC IMAGE DE DONNEES DE SUJET D'EVALUATION REPOSANT SUR CETTE VITESSE

Local Applications (No Type Date): WO 2004JP10158 A 20040709; CN

200480000869 A 20040709; WO 2004JP10158 A 20040709; JP 2005511592 A

20040709; WO 2004JP10158 A 20040709; KR 2005716727 A 20050907; WO

2004JP10158 A 20040709; US 2006521554 A 20060508

Priority Applications (no., kind, date): JP 2003272627 A 20030709

**10/AN,AZ,TI/7 (Item 7 from file: 350)**

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0014734914

**Personal achievement check system and method**

Local Applications (No Type Date): CN 2003114164 A 20030405

Priority Applications (no., kind, date): CN 2003114164 A 20030405

**10/AN,AZ,TI/8 (Item 8 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0014381043

**Employee performance managing method for customer management service provider, involves generating and displaying performance grade of employee based on collected quantitative and qualitative data characterizing employee**

**Original Titles:**

Program performance management system  
Local Applications (No Type Date): US 2002397651 P 20020722; US  
2003624283 A 20030722  
Priority Applications (no., kind, date): US 2002397651 P 20020722; US  
2003624283 A 20030722

**10/AN,AZ,TI/9 (Item 9 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0014109663

**Multi-perspective enterprise management method involves selecting subset of project work records based on predetermined filtering criteria, for generating enterprise report**

**Original Titles:**

Multi-perspective enterprise management tool  
Local Applications (No Type Date): US 2002245668 A 20020916  
Priority Applications (no., kind, date): US 2002245668 A 20020916

**10/AN,AZ,TI/10 (Item 10 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0013267087

**Information systems relating method for public services, involves storing related request data, opinion data, personnel goal data and policy evaluation data, to allow information system to refer stored data upon requirement**

**Original Titles:**

INFORMATION SYSTEM ASSOCIATING METHOD  
Method of relating information systems  
Method of relating information systems  
Local Applications (No Type Date): US 2001941361 A 20010828; CA 2355782  
A 20010824; JP 2001193910 A 20010627; US 2001941361 A 20010828  
Priority Applications (no., kind, date): US 2001941361 A 20010828; JP  
2001193910 A 20010627

**10/AN,AZ,TI/11 (Item 11 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0013267062

**Employee management method in business organization, involves calculating**

**combined evaluation and planning factors for employee from evaluation data and planning factors data received from each manager**

**Original Titles:**

System and method for improved matrix management of personnel planning factors

System and method for improved matrix management of personnel planning factors

Local Applications (No Type Date): US 2001895883 A 20010629; US 2001895883 A 20010629

Priority Applications (no., kind, date): US 2001895883 A 20010629

**10/AN,AZ,TI/12 (Item 12 from file: 350)**

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0012795921

**Performance evaluation program for organization, corrects average and standard deviation of performance indication values of workers with respect to reference values**

**Original Titles:**

PERSONNEL RATING PROGRAM

Local Applications (No Type Date): JP 200133275 A 20010209

Priority Applications (no., kind, date): JP 200133275 A 20010209

**10/AN,AZ,TI/13 (Item 13 from file: 350)**

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0012706363

**Computerized identification of repeatedly malfunctioning equipment by assigning unique identifiers to equipment data and analyzing database to review logged malfunctions**

**Original Titles:**

Method and system for identifying repeatedly malfunctioning equipment

METHOD AND SYSTEM FOR IDENTIFYING REPEATEDLY MALFUNCTIONING EQUIPMENT

PROCEDE ET SYSTEME SERVANT A IDENTIFIER DES ARTICLES D'EQUIPEMENT

PRESENTANT DES DEFAILLANCES REPETEES

Local Applications (No Type Date): WO 2001US12978 A 20010420; WO

2001US12978 A 20010420; MX 20028345 A 20020827; AU 2001255568 A

20010420; WO 2001US12978 A 20010420; MX 20028345 A 20020827; AU

2001255568 A 20010420

Priority Applications (no., kind, date): US 2000258747 P 20001229

**10/AN,AZ,TI/14 (Item 14 from file: 350)**

DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0011143795

**Personnel management system evaluates employee 's efficiency from evaluation data which is input based on common human-affairs evaluation criteria**

**Original Titles:**

SYSTEM AND METHOD FOR TALENT MANAGEMENT

Local Applications (No Type Date): JP 2000148429 A 20000519  
Priority Applications (no., kind, date): JP 2000148429 A 20000519

**10/AN,AZ,TI/15 (Item 15 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0011051469

**Employee performance rating method in large companies, involves performing electronic soliciting and notifying approved raters automatically**

**Original Titles:**

Verfahren zum Beurteilen der Leistung eines Angestellten

Method of rating employee performance

Methode d'evaluation de la performance d'un employe

Method of rating employee performance

Local Applications (No Type Date): EP 2000308228 A 20000920; US

1999437122 A 19991110

Priority Applications (no., kind, date): US 1999437122 A 19991110

**10/AN,AZ,TI/16 (Item 16 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0010356191

**Human performance factor quantification involves re-evaluating standard whenever standard is not achieved by employee, and replacing standard with new standard to allow improvement in similar skill area**

**Original Titles:**

System and method for quantification of human performance factors.

Local Applications (No Type Date): US 1997978532 A 19971126

Priority Applications (no., kind, date): US 1997978532 A 19971126

**10/AN,AZ,TI/17 (Item 17 from file: 350)**  
DIALOG(R)File 350:(c) 2006 The Thomson Corporation. All rts. reserv.

0008493593

**Modification work allocation apparatus used in repairing e.g. elevator, escalator - has personal computer with communication device for communication with host computer that extracts and processes required data from several memories**

**Original Titles:**

REPAIR WORK ALLOCATION DEVICE

Local Applications (No Type Date): JP 199694231 A 19960416

Priority Applications (no., kind, date): JP 199694231 A 19960416

**10/AN,AZ,TI/18 (Item 18 from file: 347)**  
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

08692296

**ATTENDANCE START/END TIME MANAGEMENT DEVICE AND ATTENDANCE START/END MANAGEMENT SYSTEM BY CELLULAR PHONE AND BAR CODE READING MEANS**

APPL. NO.: 2004-302166 [JP 2004302166]

**10/AN,AZ,TI/19 (Item 19 from file: 347)**  
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

06939132  
WORK SKILL SUPPORTING DEVICE

APPL. NO.: 11-351955 [JP 99351955]

**10/AN,AZ,TI/20 (Item 20 from file: 347)**  
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

06915455  
METHOD AND DEVICE FOR PROCESSING DOCUMENT IMAGE

APPL. NO.: 11-326221 [JP 99326221]

**10/AN,AZ,TI/21 (Item 21 from file: 347)**  
DIALOG(R)File 347:(c) 2006 JPO & JAPIO. All rts. reserv.

05559590  
WORK INDICATION AND SUPPORT SYSTEM ACCORDING TO DOCUMENT

APPL. NO.: 07-333195 [JP 95333195]



? show files;ds  
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(c) 2006 ProQuest Info&Learning  
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File 99:Wilson Appl. Sci & Tech Abs 1983-2006/Sep  
(c) 2006 The HW Wilson Co.  
File 474:New York Times Abs 1969-2006/Nov 21  
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File 8:Ei Compendex(R) 1884-2006/Nov W1  
(c) 2006 Elsevier Eng. Info. Inc.  
File 14:Mechanical and Transport Engineer Abstract 1966-2006/Nov  
(c) 2006 CSA.  
File 34:SciSearch(R) Cited Ref Sci 1990-2006/Nov W2  
(c) 2006 The Thomson Corp  
File 94:JICST-Eplus 1985-2006/Aug W1  
(c)2006 Japan Science and Tech Corp(JST)  
File 434:SciSearch(R) Cited Ref Sci 1974-1989/Dec  
(c) 2006 The Thomson Corp

Set	Items	Description
S1	10677088	EVALUATIONS OR EVALUAT??? OR REVIEW??? OR APPRAIS??? OR ASSESSMENT OR ASSESSMENTS OR ASSESS??? OR RATING OR RATINGS OR - CRITIQ? OR SCORECARD OR SCORECARDS OR SCORE OR SCORES OR SCORING OR FEEDBACK OR REPORT??? OR DOCUMENT???
S2	881003	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR EVALUEE OR EVALUEES OR EVALUATEE - OR EVALUATEES OR SUBORDINATE OR SUBORDINATES OR WORKER OR WORKERS
S3	9973838	PERFORMANCE OR PRODUCTION OR WORK OR SERVICE OR OBJECTIVES OR SPEED OR ACCURA? OR EFFICIEN?? OR (ERROR OR ERRORS OR MISTAKE OR MISTAKES) (2N) (RATE OR RATES OR FREE OR WITHOUT)
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S5	51998	S2(3N)S3
S6	387	S1(10N)S4(10N)S5
S7	12920141	INDEX OR CLASSIFICATION OR RANK?? OR RANKING OR SELECT??? - OR ORDER??? OR PRIORITI? OR IN(2W)ORDER OR DISPLAY??? OR SHOW??? OR VIEW???
S8	5286240	DATAFIELD OR DATAFIELDS OR LABEL OR LABELS OR FIELD OR FIELDS OR ELEMENT OR ELEMENTS OR FIELDNAME OR FIELDNAMES
S9	273652	S7(5N)S8
S10	0	S6(S)S9
S11	144	S6(S)(S7 OR S8)
S12	97	S6(20N)(S7 OR S8)
S13	346463	S1(10N)S4
S14	188	S5(7N)S13
S15	0	S9(S)S14
S16	49	S14(10N)(S7 OR S8)
S17	880677	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR SUBORDINATE OR SUBORDINATES OR WO-

WORKER OR WORKERS

S18	51991	S3 (3N) S17
S19	386	S1 (10N) S4 (10N) S18
S20	115	S7 (S) S19
S21	39	S8 (S) S19
S22	10	S20 AND S21
S23	66	S7 (10N) S19
S24	101	S21 OR S23
S25	91	S24 NOT S22
S26	71	S25 NOT PY>2000
S27	71	S26 NOT PD=20000217:20061231
S28	69	RD (unique items)
S29	21	S8 (20N) S19
S30	84	S23 OR S29
S31	77	S30 NOT S22
S32	61	S31 NOT PY>2000
S33	61	S32 NOT PD=20000517:20061231
S34	60	RD (unique items)
S35	60	Sort S34/ALL/HITS

**35/3,K/1 (Item 1 from file: 34)**

DIALOG(R)File 34:SciSearch(R) Cited Ref Sci  
(c) 2006 The Thomson Corp. All rts. reserv.

03889492 Genuine Article#: QP575 No. References: 0

**Title: JAPANESE MANUFACTURING PERFORMANCE CRITERIA**

Author(s): FRY TD

Corporate Source: UNIV S CAROLINA, COLL BUSINESS ADM/COLUMBIA//SC/29208

Journal: INTERNATIONAL JOURNAL OF PRODUCTION RESEARCH, 1995, V33, N4 (APR)  
, P933-954

ISSN: 0020-7543

Language: ENGLISH Document Type: ARTICLE (Abstract Available) (NO REFS  
KEYED)

...Abstract: their long-term consequences. As a result, authors have suggested that the criteria used to **assess employee performance** in Japan tend to reflect this **view**. This paper **reports** the results from eight plants in Japan of five Japanese companies regarding the **criteria** used to **assess employee performance**. The types of **criteria** used at various levels in the management hierarchy as well as the specific **criteria** used are discussed. Previous studies **reported** that top level managers were most concerned with non-financial criteria while lower level managers...

**35/3,K/12 (Item 12 from file: 35)**

DIALOG(R)File 35:Dissertation Abs Online  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

01766423 ORDER NO: AADAA-I9988665

**Criteria for evaluating personnel directors in Missouri public schools**

Author: Giarratano, Caryn Denise Bachman

Degree: Ph.D.

Year: 2000

Corporate Source/Institution: University of Missouri - Columbia (0133)

Source: VOLUME 61/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3424. 179 PAGES

ISBN: 0-599-95514-7

...was to clarify the roles and responsibilities of school personnel directors in Missouri public schools **in order** to identify **criteria** that could be used in the **performance assessment** of school **personnel** directors. Preparation for this quest included research of the literature to discover roles and responsibilities...

**35/3,K/13 (Item 13 from file: 6)**

DIALOG(R)File 6:NTIS

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1583737 NTIS Accession Number: AD-A234 292/1

**Air Force Research to Link Standards for Enlistment to On-the-Job Performance**

(Interim rept. Oct 84-Dec 90)

Teachout, M. S. ; Pellum, M. W.

Air Force Human Resources Lab., Brooks AFB, TX.

Corp. Source Codes: 026411000; 404415

Sponsor: Air Force Human Resources Lab., Brooks AFB, TX.

Report No.: AFHRL-TR-90-90

Feb 91 18p

Languages: English

Journal Announcement: GRAI9117

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A03/MF A01

...Job Performance Measurement/Enlistment Standards Project. This project has focused on developing a technology for **assessing** the **performance** capability of enlisted **personnel**, with the **goal** of determining relationships among **selection** and **classification** standards on-the-job performance. This **report** describes those relationships. A brief overview of the Air Force Job Performance Measurement (JPM) research...

**35/3,K/19 (Item 19 from file: 35)**

DIALOG(R)File 35:Dissertation Abs Online

(c) 2006 ProQuest Info&Learning. All rts. reserv.

753190 ORDER NO: AAD81-17677

**THE NATURE AND EXTENT OF STATUTORY AND REGULATORY CONTROLS GOVERNING THE PUBLIC SCHOOL PERSONNEL PERFORMANCE APPRAISAL PROCESS IN THE 50 STATES AND THE DISTRICT OF COLUMBIA**

Author: STALLARD, WADE HAMPTON, JR.

Degree: ED.D.

Year: 1981

Corporate Source/Institution: UNIVERSITY OF PENNSYLVANIA (0175)

Source: VOLUME 42/03-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 951. 212 PAGES

...serve as the basis for continued research into the nature of the various personnel performance **appraisal** factors. Practically, data produced will serve public school administrators in the continued refinement and improvement of **personnel performance appraisal** system through the exhibition of **criteria** developed from the contemporary research concerning the **elements** of the **appraisal** process.

The purpose of this study was to determine the nature and extent of statutory...

**35/3,K/20 (Item 20 from file: 6)**

DIALOG(R)File 6:NTIS

(c) 2006 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0452254 NTIS Accession Number: PB-233 056/1/XAB

**Handbook of Job Proficiency Criteria: A GLAC Research Report**

(Final rept)

Smith, J. ; Niedzwiedz, E. ; Davis, M. ; Kneisner, C.

Ohio Dept. of State Personnel, Columbus. Civil Service Examination Bureau.

Report No.: USCSC-72-OH-04-25

Jul 73 82p

Journal Announcement: GRAI7418

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A05/MF A01

... measurement; Development of criterion measures; and An analysis of a survey--current government practices in **criterion** development and validation research. **Selected** subheadings include: Methods by which job performance can be observed and **assessed** , Types of **criterion** measures, **Personnel** data, Simulated **performance** measures, Sources of error in **rating** techniques, Employee comparison systems, Check list methods, Critical incident methods, and An examination of predictive...

**35/3,K/26** (Item 26 from file: 474)  
DIALOG(R)File 474:New York Times Abs  
(c) 2006 The New York Times. All rts. reserv.

01143738 NYT Sequence Number: 029419820414  
(HUD employee Al Louis Ripskis files suit against department in US District Court in Washington (DC) to obtain listing of co-workers who have received performance ratings of 'outstanding' and of criteria used. **Contents information on ratings is vital with regard to seniority and job security in view of rising number of layoffs among Federal employees (S).**)

CLINES, FRANCIS  
New York Times, Col. 1, Pg. 20, Sec. 1  
Wednesday April 14 1982

...US District Court in Washington (DC) to obtain listing of co-workers who have received performance ratings of 'outstanding' and of criteria used. **Contents information on ratings is vital with regard to seniority and job security in view of rising number of layoffs among Federal employees (S).**)

**35/3,K/33** (Item 33 from file: 6)  
DIALOG(R)File 6:NTIS  
(c) 2006 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0283528 NTIS Accession Number: PB-201 715/XAB  
**A Study of Personnel Practices, and Training Needs in South Carolina Counties**

Parle, W. M.  
South Carolina State Planning and Grants Div., Columbia.  
Report No.: SC-40-0014-0392  
Jun 71 49p  
Journal Announcement: GRAI7118  
Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.  
NTIS Prices: PC A03/MF A01

Descriptors: \*Local government; \* **Personnel** management; \*Civil **Service** ; \*South Carolina; **Personnel selection** ; Specialized training; **Criteria** ; Performance **evaluation** ; Requirements; Surveys; Management methods; Recommendations

**35/3,K/37** (Item 37 from file: 7)  
DIALOG(R)File 7:Social SciSearch(R)  
(c) 2006 The Thomson Corp. All rts. reserv.

03137900 Genuine Article#: YR673 No. References: 63

**Title: Validity of customer service measures in personnel selection :  
A review of criterion and construct evidence**

Author(s): Frei RL; McDaniel MA

Corporate Source: TEMPLE UNIV, DEPT PSYCHOL, SOCIAL ORG DIV, WEISS

HALL/PHILADELPHIA//PA/19112 (REPRINT); UNIV AKRON, DEPT

PSYCHOL/AKRON//OH/44325

Journal: HUMAN PERFORMANCE, 1998, V11, N1, P1-27

Publisher: LAWRENCE ERLBAUM ASSOC INC, 10 INDUSTRIAL AVE, MAHWAH, NJ

07430-2262

ISSN: 0895-9285

Language: English Document Type: Article

(ABSTRACT AVAILABLE)

**Title: Validity of customer service measures in personnel selection :  
A review of criterion and construct evidence**

**35/3,K/40 (Item 40 from file: 6)**

DIALOG(R)File 6:NTIS

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2278017 NTIS Accession Number: PB2004-100609/XAB

**Validation Project for the Contract Specialist (GS-1102-5/7) Examination:  
Development of the Job Performance Rating Form**

Robinson, N. K.

Office of Personnel Management, Washington, DC. Employment Service.

Corp. Source Codes: 055445035

Report No.: OED-88-05

Dec 1987 20p

Languages: English

Journal Announcement: USGRDR0404

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Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A03/MF A01

Descriptors: \*Job performance ; \*Validation; Ratings ; Personnel  
selection ; Criterion referenced tests

? t s35/6/1-40

**35/6/1 (Item 1 from file: 34)**  
03889492 Genuine Article#: QP575 Number of References: 0  
**Title: JAPANESE MANUFACTURING PERFORMANCE CRITERIA** (Abstract Available)

**35/6/2 (Item 2 from file: 6)**  
1502726 NTIS Accession Number: AD-A219 046/0  
**Improving the Selection, Classification, and Utilization of Army Enlisted Personnel: Annual Report, 1987 Fiscal Year**  
(Interim rept. Oct 86-Sep 87)  
Oct 89

**35/6/3 (Item 3 from file: 7)**  
02983793 Genuine Article#: VY108 Number of References: 21  
**Title: LINKING EMPLOYEE PERCEPTIONS OF SERVICE CLIMATE TO CUSTOMER SATISFACTION** (Abstract Available)  
1996

**35/6/4 (Item 4 from file: 6)**  
1698530 NTIS Accession Number: DE93000964  
**Quality control program for the Hanford External Dosimetry thermoluminescent processing system**  
Sep 92

**35/6/5 (Item 5 from file: 6)**  
1520872 NTIS Accession Number: AD-A223 063/9  
**Relative Average Recruiting Yields by AFQT Category**  
(Final rept)  
May 89

**35/6/6 (Item 6 from file: 35)**  
01437885 ORDER NO: AADAA-I9534128  
**THE DEVELOPMENT AND EVALUATION OF A TRAINEE SELECTION SYSTEM FOR NEW TECHNOLOGY WORK REQUIREMENTS. (VOLUMES I AND II) (HUMAN RESOURCES)**  
Year: 1995

**35/6/7 (Item 7 from file: 35)**  
01255589 ORDER NO: AAD92-39504  
**SPECIAL EDUCATION: THE HIGH SCHOOL EXPERIENCE**  
Year: 1992

**35/6/8 (Item 8 from file: 6)**  
1109332 NTIS Accession Number: AD-A140 334/4  
**Effects of Appraisal Salience on Immediate and Memory-Based Judgments**  
(Interim technical rept)  
Mar 84

**35/6/9 (Item 9 from file: 6)**  
0142087 NTIS Accession Number: AD-666 206/XAB  
**Criteria for Assessing Hearing Damage Risk from Impulse-Noise Exposure**  
(Technical memo)

Aug 67

35/6/10 (Item 10 from file: 8)  
08788023

**Title: Analysis of person-job fit in the public inquiry service at the Hungarian telecom organization experiences of a validation process**  
Publication Year: 1999

35/6/11 (Item 11 from file: 7)  
02452503 Genuine Article#: KL666 Number of References: 15  
**Title: THE LEARNING-PERFORMANCE AND COST-EFFECTIVENESS OF MENTALLY-DISABLED WORKERS** (Abstract Available)  
1993

35/6/12 (Item 12 from file: 35)  
01766423 ORDER NO: AADAA-I9988665  
**Criteria for evaluating personnel directors in Missouri public schools**  
Year: 2000

35/6/13 (Item 13 from file: 6)  
1583737 NTIS Accession Number: AD-A234 292/1  
**Air Force Research to Link Standards for Enlistment to On-the-Job Performance**  
(Interim rept. Oct 84-Dec 90)  
Feb 91

35/6/14 (Item 14 from file: 6)  
1520709 NTIS Accession Number: AD-A222 894/8  
**Effect of the GT Composite Requirement on Qualification Rates**  
(Final rept)  
Mar 90

35/6/15 (Item 15 from file: 35)  
01289234 ORDER NO: AAD13-50626  
**ORGANIZATION STRUCTURE FOR LARGE PUBLIC SECTOR CONSTRUCTION MANAGEMENT PROJECTS**  
Year: 1992

35/6/16 (Item 16 from file: 99)  
1249779 H.W. WILSON RECORD NUMBER: BAST95045534  
**Factors in sizing protective grounds**  
19950700

35/6/17 (Item 17 from file: 35)  
897396 ORDER NO: AAD85-22992  
**ASSESSMENT OF THE CURRENT STATE OF EVALUATION PRACTICES IN EMPLOYEE ASSISTANCE PROGRAMS**  
Year: 1985

35/6/18 (Item 18 from file: 6)  
0818890 NTIS Accession Number: HRP-0901826/8/XAB



**Guide for the Development of Extramural Training Programs in Dentistry**  
1979

- 35/6/19 (Item 19 from file: 35)**  
753190 ORDER NO: AAD81-17677  
**THE NATURE AND EXTENT OF STATUTORY AND REGULATORY CONTROLS GOVERNING THE PUBLIC SCHOOL PERSONNEL PERFORMANCE APPRAISAL PROCESS IN THE 50 STATES AND THE DISTRICT OF COLUMBIA**  
Year: 1981
- 35/6/20 (Item 20 from file: 6)**  
0452254 NTIS Accession Number: PB-233 056/1/XAB  
**Handbook of Job Proficiency Criteria: A GLAC Research Report**  
(Final rept)  
Jul 73
- 35/6/21 (Item 21 from file: 8)**  
05334804  
**Title: MOTIVATIONAL IMPACT OF WORK CREWS.**  
Publication Year: 1987
- 35/6/22 (Item 22 from file: 8)**  
03539959  
**Title: HUMAN FACTORS SOCIETY, 19TH ANNUAL MEETING, PROCEEDINGS, 1975.**  
Publication Year: 1975
- 35/6/23 (Item 23 from file: 6)**  
2126140 NTIS Accession Number: ADA361986/XAB  
**Target Identification Predictor Study: Visual, Cognitive, and Training Variables**  
(Final rept)  
Mar 1999
- 35/6/24 (Item 24 from file: 6)**  
1527296 NTIS Accession Number: AD-A224 271/7  
**Multisensor Evaluation Framework**  
(Summary rept. May 86-Aug 89)  
Sep 89
- 35/6/25 (Item 25 from file: 6)**  
1511630 NTIS Accession Number: AD-A220 903/9  
**Incremental Validity of Spatial and Perceptual-Psychomotor Tests Relative to the Armed Services Vocational Aptitude Battery**  
(Final rept. Jul-Nov 89)  
Feb 90
- 35/6/26 (Item 26 from file: 474)**  
01143738 NYT Sequence Number: 029419820414  
**(HUD employee Al Louis Ripskis files suit against department in US District Court in Washington (DC) to obtain listing of co-workers who have received performance ratings of 'outstanding' and of criteria used. Contends information on ratings is vital with regard to seniority and**

**job security in view of rising number of layoffs among Federal employees (S.)**  
Wednesday April 14 1982

**35/6/27 (Item 27 from file: 475)**  
01134895 NYT Sequence Number: 001110800715  
**(Demand for such highly skilled workers as engineers, computer specialists and nurses remains high, despite national unemployment rate of almost 8%. SCM Corp reports it needs 10-15 toolmakers at its NY State typewriter plants, even though 165 production employees have been laid off, and Standard Oil Co of California reports shortage of petroleum engineers. Openings in other fields cited (S).)**  
Tuesday July 15 1980

**35/6/28 (Item 28 from file: 6)**  
1057002 NTIS Accession Number: AD-A131 124/0  
**Trainability Testing for Navy Selection and Classification**  
(Final rept. Mar 79-Mar 81)  
Jul 83

**35/6/29 (Item 29 from file: 35)**  
0998861 ORDER NO: AAD63-04259  
**EVALUATIVE CRITERIA FOR EVALUATING AND DEVELOPING TEACHER RECRUITMENT AND SELECTION, WORK LOAD, AND PERSONNEL RECORD POLICIES.**  
Year: 1963

**35/6/30 (Item 30 from file: 6)**  
0933938 NTIS Accession Number: AD-A107 298/2/XAB  
**Performance as a Factor in Enlisted Promotions**  
(Research rept)  
Apr 81

**35/6/31 (Item 31 from file: 35)**  
931658 ORDER NO: AAD86-24087  
**A CONTINGENCY THEORY APPROACH TO AN EMPIRICAL CLASSIFICATION OF MANAGEMENT ACCOUNTING INFORMATION SYSTEMS**  
Year: 1986

**35/6/32 (Item 32 from file: 6)**  
0672750 NTIS Accession Number: AD-A048 105/1/XAB  
**Aviator Selection 1919-1977**  
(Interim rept)  
4 Oct 77

**35/6/33 (Item 33 from file: 6)**  
0283528 NTIS Accession Number: PB-201 715/XAB  
**A Study of Personnel Practices, and Training Needs in South Carolina Counties**  
Jun 71

**35/6/34 (Item 34 from file: 8)**  
07143787

**Title: Golden years and project management**  
Conference Title: Proceedings of the 38th Annual Meeting of AACE  
International  
Publication Year: 1994

**35/6/35 (Item 35 from file: 474)**  
06772268 NYT Sequence Number: 033693940911  
**AT IMMIGRATION, DISARRAY AND DEFEAT**  
Sunday September 11 1994

**35/6/36 (Item 36 from file: 7)**  
03328132 Genuine Article#: 196LU Number of References: 51  
**Title: Staffing work teams: Development and validation of a selection test**  
**for teamwork settings (ABSTRACT AVAILABLE)**  
1999

**35/6/37 (Item 37 from file: 7)**  
03137900 Genuine Article#: YR673 Number of References: 63  
**Title: Validity of customer service measures in personnel selection :**  
**A review of criterion and construct evidence (ABSTRACT AVAILABLE)**  
1998

**35/6/38 (Item 38 from file: 7)**  
02847464 Genuine Article#: TP873 Number of References: 32  
**Title: PREFERENTIAL SELECTION AND STEREOTYPES - EFFECTS ON EVALUATION**  
**OF FEMALE LEADER PERFORMANCE , SUBORDINATE GOAL COMMITMENT, AND**  
**TASK-PERFORMANCE (Abstract Available)**  
1995

**35/6/39 (Item 39 from file: 7)**  
02703710 Genuine Article#: QC135 Number of References: 191  
**Title: GENDER AND THE EFFECTIVENESS OF LEADERS - A METAANALYSIS (Abstract**  
**Available)**  
1995

**35/6/40 (Item 40 from file: 6)**  
2278017 NTIS Accession Number: PB2004-100609/XAB  
**Validation Project for the Contract Specialist (GS-1102-5/7) Examination:**  
**Development of the Job Performance Rating Form**

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File 148:Gale Group Trade & Industry DB 1976-2006/Nov 21  
(c)2006 The Gale Group  
File 160:Gale Group PROMT(R) 1972-1989  
(c) 1999 The Gale Group  
File 275:Gale Group Computer DB(TM) 1983-2006/Nov 21  
(c) 2006 The Gale Group  
File 476:Financial Times Fulltext 1982-2006/Nov 21  
(c) 2006 Financial Times Ltd  
File 621:Gale Group New Prod.Annou.(R) 1985-2006/Nov 20  
(c) 2006 The Gale Group  
File 634:San Jose Mercury Jun 1985-2006/Nov 18  
(c) 2006 San Jose Mercury News  
File 636:Gale Group Newsletter DB(TM) 1987-2006/Nov 21  
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File 75:TGG Management Contents(R) 86-2006/Nov W2  
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Set	Items	Description
S1	17520607	EVALUATIONS OR EVALUAT??? OR REVIEW??? OR APPRAIS??? OR ASSESSMENT OR ASSESSMENTS OR ASSESS??? OR RATING OR RATINGS OR - CRITIQ? OR SCORECARD OR SCORECARDS OR SCORE OR SCORES OR SCORING OR FEEDBACK OR REPORT??? OR DOCUMENT???
S2	7100299	PERSONNEL OR EMPLOYEE OR EMPLOYEES OR LABORER OR LABORERS - OR LABOURER OR LABOURERS OR EVALUEE OR EVALUEES OR EVALUATEE - OR EVALUATEES OR SUBORDINATE OR SUBORDINATES OR WORKER OR WORKERS
S3	23597058	PERFORMANCE OR PRODUCTION OR WORK OR SERVICE OR OBJECTIVES OR SPEED OR ACCURA? OR EFFICIEN?? OR (ERROR OR ERRORS OR MISTAKE OR MISTAKES) (2N) (RATE OR RATES OR FREE OR WITHOUT)
S4	10088722	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR PERFORMANCE() (MEASURE OR MEASURES) OR YARDSTICK OR YARD()STICK OR MINIMUM OR PERCENTAGE OR REFERENCE()VALUE
S5	485915	S2(3N)S3
S6	3319	S1(10N)S4(10N)S5
S7	9783635	STANDARD OR THRESHOLD OR THRESHHOLD OR BAR OR QUOTA OR GOAL OR TARGET?? OR BENCHMARK OR BENCH()MARK OR CRITERION OR CRITERIA OR YARDSTICK OR YARD()STICK OR MINIMUM OR REFERENCE()VALUE
S8	2553	S1(7N)S5(7N)S7
S9	4855040	DATAFIELD OR DATAFIELDS OR LABEL OR LABELS OR FIELD OR FIELDS OR ELEMENT OR ELEMENTS OR FIELDNAME OR FIELDNAMES
S10	112	S8(S)S9
S11	612	S8(S) (INDEX OR CLASSIFICATION OR RANK?? OR RANKING OR SELECT??? OR ORDER??? OR PRIORITI? OR IN(2W)ORDER OR DISPLAY??? OR SHOW??? OR VIEW???)
S12	42	S10(S)S11
S13	36	S12 NOT PY>2000
S14	36	S13 NOT PD=20000217:20061231
S15	28	RD (unique items)

**15/3,K/4 (Item 4 from file: 15)**  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

01146234 97-95628

**Discovery of retained employees' assessments ordered**

Anonymous

IRS Employment Review n591 PP: SSS14-SSS15 Sep 1995  
ISSN: 0046-9246 JRNL CODE: RRR  
WORD COUNT: 821

...TEXT: eight employees in the despatch facility of its engineering department redundant. The company adopted a **selection** process which it had agreed with the trade union. The **selection criteria** comprised length of service, period of absence during the last two years, the last two **performance appraisals** of each **employee**, disciplinary records and a five- **element** skills assessment. Mr Holloway was the employee ultimately **selected** for redundancy, and he complained of unfair dismissal.

Mr Holloway challenged the way in which...

**15/3,K/11 (Item 11 from file: 15)**  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00677524 93-26745

**Put high priority on job satisfaction**

Gaines, Harry

Executive Excellence v10n1 PP: 8-9 Jan 1993  
ISSN: 8756-2308 JRNL CODE: EEX  
WORD COUNT: 1672

...ABSTRACT: The process of improving job satisfaction must be highly individual and painstakingly specific. A key **element** is expecting to enabling employees to communicate needs, values, problems, successes, and ideas to supervisors. An effective approach for improving employee job satisfaction involves both employees and managers in separately **evaluating** and **ranking employees' work** skills. **Employees** can then identify and clarify their own values, objectives, and **criteria** for job satisfaction and compare them with the skills assessments and supervisors' assessments.

**15/3,K/12 (Item 12 from file: 15)**  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00675565 93-24786

**ManagePro boosts management skills**

Angus, Jeff

InfoWorld v15n9 PP: 81 Mar 1, 1993  
ISSN: 0199-6649 JRNL CODE: IFW  
WORD COUNT: 392

...TEXT: job of management, such as tips on delegating responsibility.

ManagePro is highly customizable, from what **fields** appear on forms to the terminology the program uses. In addition, you can **select** a management level that conforms to your own goals, from the relatively simple People

Manager (communicating goals and **evaluating employees** ) to the Integrated **Performance** Manager (People Manager with project management and high-level **goal** -setting responsibilities).

ManagePro can't manage for you, but if you fail to achieve adequate...

**15/3,K/13 (Item 13 from file: 15)**  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00562999 91-37353  
**How to Promote Without Bias**  
Cope, Thom K.  
Nation's Business v79n8 PP: 40-41 Aug 1991  
ISSN: 0028-047X JRNL CODE: NAB  
WORD COUNT: 1190

...TEXT: a current position as qualifications for being considered for promotion.)

Provided there are no discriminatory **elements** involved, an employer may establish preferences for considering candidates for promotion on the basis of **documented** , objective **criteria** . For example, a preferential listing might apply **in** this **order** : to **employees** in the **work** group where the opening exists; in the department where the opening exists; in related occupation...

**15/3,K/15 (Item 15 from file: 15)**  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00482927 90-08684  
**A Content Validation Methodology for Job Related Physical Performance Tests**  
Hughes, Marie Adele; Ratliff, Ronald A.; Purswell, Jerry L.; Hadwiger, Joy  
Public Personnel Management v18n4 PP: 487-504 Winter 1989  
ISSN: 0091-0260 JRNL CODE: PPM

ABSTRACT: To provide an initial foundation for setting physical **performance personnel selection** and **evaluation criteria** for the Oklahoma Department of Corrections, research involving job analysis and analysis of physical performance...

...related physical performance tests (JR-PPT) and a general physical fitness test (G-PFT). The **field** performance group consisted of 93 convenience samples; a subsample of 27 from one cadet class...

**15/3,K/16 (Item 16 from file: 15)**  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2006 ProQuest Info&Learning. All rts. reserv.

00107658 80-01513  
**Conventional Compensation Plans: A Hindrance to Productivity**  
Feeney, Edward J.  
Cost & Management v53n5 PP: 44-46 Sep/Oct 1979  
ISSN: 0010-9592 JRNL CODE: RIA

...ABSTRACT: traditional compensation systems is that they often penalize

desirable behavior and reward undesirable behavior. Statistics **show** that while employee wages rose some 10% in the past 11/2 years, there was...

...performance will improve and that workers will just stay alive at their jobs. A key **element** in structuring an incentive system is to link rewards to a measurable improvement in **employee performance** and the setting of so-called performance **target** goals. Rewards must be frequent, and a **feedback** system must be employed to inform each employee how well he is measuring up to...

**15/3,K/18 (Item 1 from file: 148)**

DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2006 The Gale Group. All rts. reserv.

08125191 SUPPLIER NUMBER: 17391217 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Organizational development: how to improve cross-functional teams.**  
(includes related article)

Chaudron, David

HR Focus, v72, n8, p1(3)

August, 1995

ISSN: 1059-6038

LANGUAGE: English

RECORD TYPE: Fulltext; Abstract

WORD COUNT: 1711 LINE COUNT: 00142

...ABSTRACT: for the teams across the organization, managers should have the following support systems: organizational structure, **employee selection** and **performance appraisal criteria**, and compensation.

**15/3,K/20 (Item 3 from file: 148)**

DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2006 The Gale Group. All rts. reserv.

07499800 SUPPLIER NUMBER: 15694801 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Two sides of the coin. (effective job appraisals)**

Sahl, Robert J.

Small Business Reports, v19, n8, p54(4)

August, 1994

ISSN: 0164-5382

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 1545 LINE COUNT: 00123

...ABSTRACT: process. Moreover, managers must establish the favorable condition for the performance review and employees must **show** managers how the latter's behavior can affect the appraisal process.

**15/3,K/23 (Item 6 from file: 148)**

DIALOG(R)File 148:Gale Group Trade & Industry DB  
(c)2006 The Gale Group. All rts. reserv.

06400219 SUPPLIER NUMBER: 13469638 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**ManagePro boosts management skills. (Avantos Performance Systems's project management program) (Software Review) (Evaluation)**

Angus, Jeff

InfoWorld, v15, n9, p81(1)

March 1, 1993

DOCUMENT TYPE: Evaluation

ISSN: 0199-6649

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 421 LINE COUNT: 00035

... that conforms to your own goals, from the relatively simple People Manager (communicating goals and **evaluating employees** ) to the Integrated **Performance** Manager (People Manager with project management and high-level **goal** -setting responsibilities).

ManagePro can't manage for you, but if you fail to achieve adequate...

**15/3,K/26 (Item 9 from file: 148)**

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2006 The Gale Group. All rts. reserv.

02941880 SUPPLIER NUMBER: 04751905

**Trust, perceived importance of praise and criticism, and work performance: an examination of feedback in the United States and England. (employee performance appraisals)**

Earley, P. Christopher

Journal of Management, v12, n4, p457(17)

Wint, 1986

ISSN: 0149-2063

LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

...ABSTRACT: by 36 US and 36 English trainees in the heavy manufacturing industry. The field study **evaluates** relations among variables in a **standard work** setting where **employees** receive **feedback** reflecting their actual performance. For the second study, data are submitted through the questionnaire responses...



15/6/1 (Item 1 from file: 15)

02495036 117543622

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**The manager's guide to internal control: diary of a control freak**  
1999

WORD COUNT: 90354

15/6/2 (Item 2 from file: 15)

01725265 03-76255

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**Environmental purchasing: Benchmarking our German counterparts**  
Fall 1998 LENGTH: 11 Pages

WORD COUNT: 7918

15/6/3 (Item 3 from file: 15)

01536112 01-87100

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**Importer behavior: The neglected counterpart of international exchange**  
Third Quarter 1997 LENGTH: 36 Pages

WORD COUNT: 13610

15/6/4 (Item 4 from file: 15)

01146234 97-95628

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**Discovery of retained employees' assessments ordered**  
Sep 1995 LENGTH: 2 Pages

WORD COUNT: 821

15/6/5 (Item 5 from file: 15)

01028855 96-78248

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**Spot check your SPC applications**

May 1995 LENGTH: 1 Pages

WORD COUNT: 651

15/6/6 (Item 6 from file: 15)

00994544 96-43937

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**COMPASS helps corporate America improve real estate efficiency**

Mar 1995 LENGTH: 3 Pages

WORD COUNT: 2376

15/6/7 (Item 7 from file: 15)

00871717 95-21109

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**Self or group? Cultural effects of training on self-efficacy and performance**

Mar 1994 LENGTH: 29 Pages

WORD COUNT: 10751

15/6/8 (Item 8 from file: 15)

00802233 94-51625

\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\*

**The influence of values on management practices**

Fall 1993    LENGTH: 18 Pages

WORD COUNT: 5170

**15/6/9            (Item 9 from file: 15)**

00750708    94-00100

**\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\***

**Women in manufacturing: Engendering change**

Aug 1993    LENGTH: 8 Pages

WORD COUNT: 4510

**15/6/10           (Item 10 from file: 15)**

00728393    93-77614

**\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\***

**Does Job Re-Design Theory Explain Job Re-Design Outcomes?**

Aug 1992    LENGTH: 22 Pages

WORD COUNT: 6602

**15/6/11           (Item 11 from file: 15)**

00677524    93-26745

**\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\***

**Put high priority on job satisfaction**

Jan 1993    LENGTH: 2 Pages

WORD COUNT: 1672

**15/6/12           (Item 12 from file: 15)**

00675565    93-24786

**\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\***

**ManagePro boosts management skills**

Mar 1, 1993    LENGTH: 1 Pages

WORD COUNT: 392

**15/6/13           (Item 13 from file: 15)**

00562999    91-37353

**\*\*USE FORMAT 7 OR 9 FOR FULL TEXT\*\***

**How to Promote Without Bias**

Aug 1991    LENGTH: 2 Pages

WORD COUNT: 1190

**15/6/14           (Item 14 from file: 15)**

00552779    91-27136

**Purchasing from Minority Small Businesses**

Spring 1991    LENGTH: 6 Pages

**15/6/15           (Item 15 from file: 15)**

00482927    90-08684

**A Content Validation Methodology for Job Related Physical Performance Tests**

Winter 1989    LENGTH: 18 Pages

**15/6/16           (Item 16 from file: 15)**

00107658    80-01513

**Conventional Compensation Plans: A Hindrance to Productivity**

Sep/Oct 1979

**15/6/17 (Item 1 from file: 16)**  
04643404 Supplier Number: 46831088 (USE FORMAT 7 FOR FULLTEXT)  
**Foresight Software announces SiteWare.**  
Oct 28, 1996  
Word Count: 665

**15/6/18 (Item 1 from file: 148)**  
08125191 SUPPLIER NUMBER: 17391217 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Organizational development: how to improve cross-functional teams.**  
(includes related article)  
August, 1995  
WORD COUNT: 1711 LINE COUNT: 00142

**15/6/19 (Item 2 from file: 148)**  
07751394 SUPPLIER NUMBER: 16647489 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**COMPASS helps corporate American improve real estate efficiency.(COMPASS**  
**Management and Leasing)**  
March, 1995  
WORD COUNT: 2592 LINE COUNT: 00207

**15/6/20 (Item 3 from file: 148)**  
07499800 SUPPLIER NUMBER: 15694801 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Two sides of the coin. (effective job appraisals)**  
August, 1994  
WORD COUNT: 1545 LINE COUNT: 00123

**15/6/21 (Item 4 from file: 148)**  
07295238 SUPPLIER NUMBER: 16074748 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Self or group? Cultural effects of training on self-efficacy and**  
**performance. (includes appendix)**  
March, 1994  
WORD COUNT: 11229 LINE COUNT: 00997

**15/6/22 (Item 5 from file: 148)**  
06784766 SUPPLIER NUMBER: 14860843 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**The influence of values on management practices: a test in Saudi Arabia and**  
**the United States.**  
Fall, 1993  
WORD COUNT: 5723 LINE COUNT: 00517

**15/6/23 (Item 6 from file: 148)**  
06400219 SUPPLIER NUMBER: 13469638 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**ManagePro boosts management skills. (Avantos Performance Systems's project**  
**management program) (Software Review) (Evaluation)**  
March 1, 1993  
WORD COUNT: 421 LINE COUNT: 00035

**15/6/24 (Item 7 from file: 148)**  
05584129 SUPPLIER NUMBER: 11083514 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**How to promote without bias. (employee promotion guidelines to avoid**

lawsuits)  
August, 1991  
WORD COUNT: 1237 LINE COUNT: 00101

15/6/25 (Item 8 from file: 148)  
04562080 SUPPLIER NUMBER: 08232818 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Professional Time and Billing Plus Report Writer. (evaluation)**  
Feb, 1990  
WORD COUNT: 241 LINE COUNT: 00017

15/6/26 (Item 9 from file: 148)  
02941880 SUPPLIER NUMBER: 04751905  
**Trust, perceived importance of praise and criticism, and work performance:  
an examination of feedback in the United States and England. (employee  
performance appraisals)**  
Wint, 1986

15/6/27 (Item 10 from file: 148)  
02828548 SUPPLIER NUMBER: 04251310 (USE FORMAT 7 OR 9 FOR FULL TEXT)  
**Gaining control over maintenance costs.**  
May 22, 1986  
WORD COUNT: 2866 LINE COUNT: 00235

15/6/28 (Item 1 from file: 621)  
01090574 Supplier Number: 40564257 (USE FORMAT 7 FOR FULLTEXT)  
**NEW GROWTHPOWER DATA COLLECTION SYSTEM IMPROVES PRODUCTION, LABOR AND  
SHIPPING EFFICIENCY**  
Nov 3, 1988  
Word Count: 402